

**Diversity and Inclusion  
Women in Academia Support Group  
Annual Report 2021-2022**

The committee met in August 2021 to determine the programming for the academic year. The committee determined that the best plan of action was to offer one event per semester (fall and spring) in order to put on a quality event that would attract participation and be duplicated each year.

The current committee members are:

- **Arlinda Wormely**, Assistant Professor, Nursing, College of Health Professions and Wellness
- **Sara Cusimano Miles**, Associate Professor, Photography, College of Arts and Humanities
- **Sarah Donley**, Associate Professor, Sociology, College of Social and Behavioral Sciences
- **Kimberly Warfield**, Assistant Professor, Instructional Leadership, School of Education; D&I Chair
- **Breann Murphy**, College of Business and Industry
- **Noelle Stovall**, Associate Director, Undergraduate Admissions & Recruitment
- **Mary Reagan**, Coordinator, Summer Bridge Placement, Learning Services
- **Brooke Lyon**, Director II, University Housing
- **Erin Rider**, (Chair) Department Head Sociology and Political Science, College of Social and Behavioral Sciences

**Support Group Accomplishments**

Fall Semester:

- The event for the fall semester focused on self-care. We developed an event that consisted of a 30 minute yoga session, and 30 minute group discussion on self-care. This event was held on November 30<sup>th</sup>, 2021 in both an in-person and hybrid format.

Spring Semester:

- The event for the spring semester focused on women's issues in the workplace as part of the Women's History Month programming. We developed an event that featured a 20 minute Ted Talk on addressing gender disparities in the workplace, and followed it with a 30 minute group discussion. This event was held on March 31<sup>st</sup> in an in-person format.

**Future Plans:**

- The format of two events per academic year seems more useful given the many responsibilities of committee members and busy schedules of participants. We have two significant challenges even with the pared down schedule: funds and attendance. Without some funding, it can be challenging to host an event. The yoga session was funded by a member's department, and this was a \$76.00 dollar cost. Although there seems to be interest in the events from employees, another challenge we face is the low attendance.
- One event we would like to pursue in the future is a monthly yoga session to help instill the importance of self-care. We believe if advertised well, this would be appealing to employees.

